

TRADOC Actions in support of



FORSCOM Command Readiness Program (CRP)



CRP 02 Action Plan Tracking and CRP 03 Way Ahead



**CRP 12-14 Sep 02
Completed**

Actions to be Completed
Leader Development

• **12 Actions**

Training Strategy

• **12 Actions**

M-Date Readiness

• **12 Actions**

3 Dec 02
Action
Officers
Initial
Meeting

7 Jan 03
CRP 03
Concept
Brief to
ACofS

Feb 03 (T)
CRP 03
IPR to
ACofS

12 Mar 03
Action
Officers
**Prep
for
CRP**

4 Dec 02
Non-FC
COLs Initial
VTC

13 Jan 03
Action
Officers
Meet

19 Feb 03
Action
Officers
Meet

**CRP 03
16-28 Mar**

18 Dec 02
Action
Officers'
Update

**ACofS
Update
#1
15 Jan**

**ACofS
Update
#2
28 Feb**

Products

Transformation
Plan

Revised
Action Plans

Contracts

Early Mar
Greybeards
Contracted

Late Feb
Facilitator
Training

POM 06-10 (Feb 04)

TAA 12 (Feb 04)

POM Window

POM 05-09 (Feb 03)

TAA 11 Window

TAA 11 (Feb 03)

**TY 03
OCT**

NOV

DEC

JAN

FEB

MAR

APR

**USARC Cdr
Conf (16 Nov 02)**

**Army Cdr
Conf**

**FCC
TRADOC
RC GO
Conf**



Overview

- FORSCOM is working 36 actions aimed at transforming RC readiness
- These actions are grouped into 3 categories:
 - Leader Development
 - Training Strategy
 - M-Date Readiness
- Actions are further identified by:
 - Near Term (to be accomplished by CRP 03)
 - Mid to Long Range (FY04-05 implementation)
- TRADOC has the lead for 3 and is assisting on several others
- Action Officer IPRs are conducted monthly



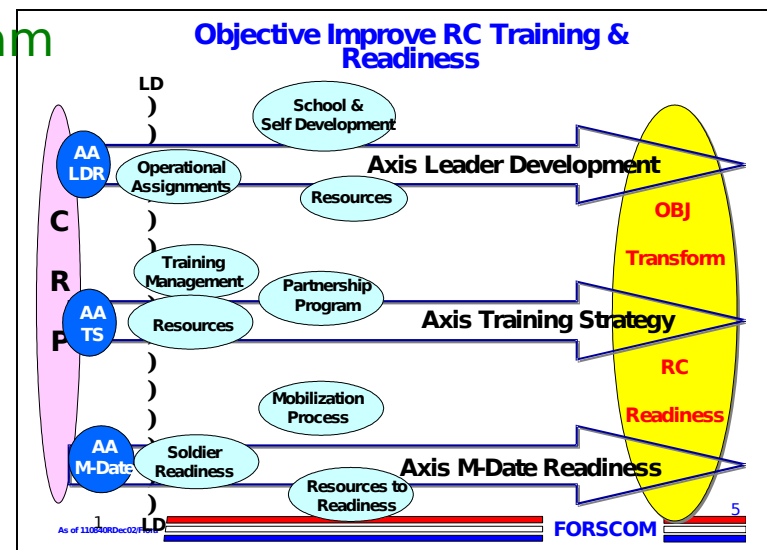
Supporting Actions

Leader Development

- **Pre-Command Course POI**
- Open Battle Staff NCO Crs to all NCOs
- Improve Civilian Acquired Skills Program
- Height/Weight & APFT Policy
- CTC RSR in CABCC
- Improve Coordination w/FORSCOM
- Officer/WO Accessions Programs

Training Strategy

- **TASS Class Size Policy**
- **Reclass POI Length**
- TASS Training Make-up Policy
- Drill Sergeant School Eligibility
- Split Training Option Performance
- TDA Equipment for TASS Bns



(Blue – TRADOC Lead)



Pre-Command Course POI

- **Action:** Add more relevant RC information to the branch school PCC POIs
- **Status:**
 - Receiving input from NGB and USARC on recommended topics
 - Conducting analysis of current POIs
- **Way Ahead:**
 - Develop guidance to branch schools on required changes
 - Resource redevelopment of courseware



TASS Class Size Policy

- **Action:** Develop policy for issuing waivers for classes that are not full and to overfill when required
- **Status:**
 - USARC and NGB establish class size (MIN-OPT-MAX) for each course except those with limiting factors
 - Proponents set class size (MIN-MAX) on some courses for safety reasons
 - Currently drafting change to TRADOC policy that will outline waiver requirements and process
 - Class size is reviewed annually as part of the RC Pre-SMDR



TASS Class Size Policy

- **Status continued:**
 - Classes with less than MIN fill can be conducted:
 - TASS Battalion request to the Component then to DA G1
 - Email or telephone call requesting reinstatement of class
 - Class is then reestablished on ATRRS
 - Students in excess of MAX can be approved by the Component
 - “Overbooking” training seats can be established by the components
 - Set OPT higher than MAX causing ATRRS to allow more “Reservations”
 - Recommended for courses and geographic locations with higher no-show attrition rates



TASS Class Size Policy

- **Way Ahead:**

- TASSD, USARC and NGB conduct a review of MIN-OPT-MAX during 2nd quarter
- Input class size changes during Regional Training Coordination Conferences (RTCC) during Mar-May 03
- Complete class size waiver policy change to TR 350-70



Reclass POI Length

- **Action:** Evaluate current POIs and determine if alternative methods of training, the elimination of repetitive training, and compressed time could be used to shorten training process time.

- **Status:**

- TATS Training Year (TR 350-70)

IDT 128 Hrs

ADT 120 Hrs

DL 75 Hrs

323

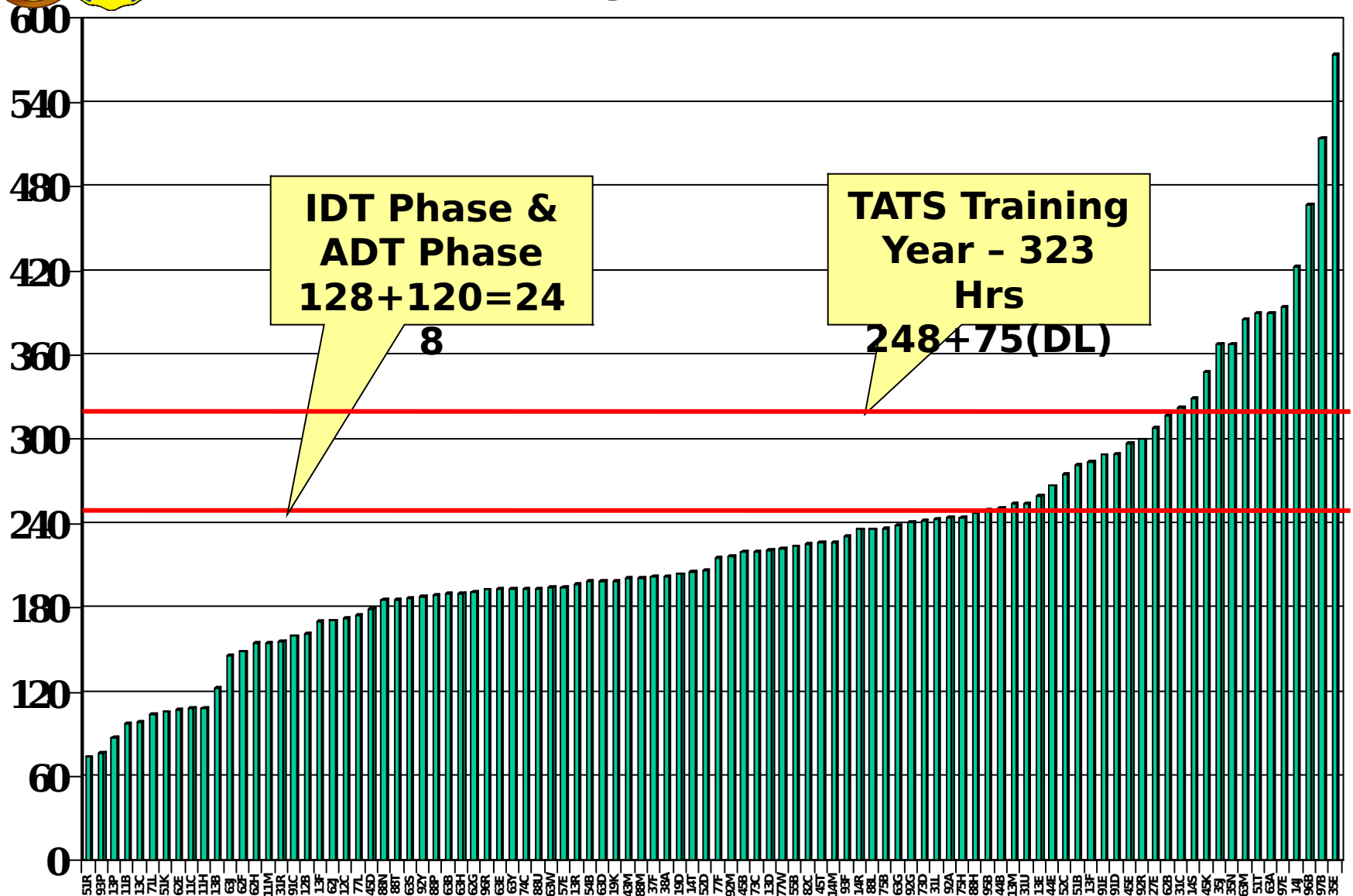


Reclass POI Length

<u>Hrs</u>	<u>Days</u>	<u>Wks</u>	<u>Crs</u>	
120	14	2	12	(74) "2x2" 90 of 105 in 35 days
180	21	3	15	
240	28	4	47	
300	35	5	16	
360	42	6	5	62B, 45K, 27E, 31C, 14S
420	49	7	7	51T, 63A, 63M, 35J, 35N, 97E, 14J
480	56	8	1	96B
540	63	9	1	97B
600	70	10	1	35E



Reclass POI Length - Academic Hours





Reclass POI Length

- **Way Ahead:**

- Determine average non-DMOSQ density in each course exceeding one TATS year
- Prioritize list of courses for analysis and redesign to shorten
- Resource proponent schools



Battle Staff NCO Course

- **Action:** Provide options for changing policy to allow all NCOs to attend BSNCOC.
- **Status:**
 - DA Pam 611-21 requires NCOs assigned to ASI 2S positions to attend – recommending no change
 - TR 350-10 limits training to only NCOs assigned to ASI 2S positions
 - School capacity exists for 500 additional students per year
- **Way Ahead:**
 - Staffing recommendation to change TR 350-10



Civilian Acquired Skills Program

- **Action:** Determine how to implement CAS for 91W and 95B and assess applicability to other MOSs.
- **Status:**
 - 91W implementation guidance has been released
 - Soldiers with qualifying CAS will be accelerated to seventh week of AIT
 - USAMPS determined implementation for 95B would not be feasible
 - Other MOSs under consideration are 31D, 51R, 63B, 63G, 67V, 71D, 71L and 93C
- **Way Ahead:** TRADOC Personnel Proponency Directorate is currently assessing feasibility



TASS Training Make-up Policy

- **Action:** Determine what policies prevent make-up of missed training in TATS courses and provide options on policy change if required.
- **Status:**
 - No Army or TRADOC policies prevent make-up training for TASS courses
 - RCs have training policies that allow make-up of training for periods of excused absence
- **Way Ahead:**
 - Recommend TRADOC not publish policy on the subject
 - Provide feedback to RC senior leadership



Drill Sergeant School Eligibility

- **Action:** Recommend/support policy change that would not prevent DSS candidates from being eligible for a reenlistment bonus.
- **Status:**
 - Estimate 120 additional DS Candidates per year
 - DS Candidates incur a two year obligation
 - Timing of an extension causes some soldiers to make a choice between DSS and a reenlistment bonus
- **Way Ahead:**
 - TRADOC supports USARC's request to waive the two year service obligation for RC DSS Candidates
 - Continue work with PERSCOM and USARC



Split Training Option Performance

- **Action:** Review STO program performance. Provide 3 year statistical analysis of attrition rate between STO Phase I and II.
- **Status:**
 - Significant delta between STO I grads and STO II inputs
 - DA staff attributes most of loss between STO I and II to other component and services accessions
 - FY02 return rate was 80.3 percent – increase of 10 percent over FY01 (70.7 percent)
- **Way Ahead:**



Split Training Option Performance

- **Status continued:**

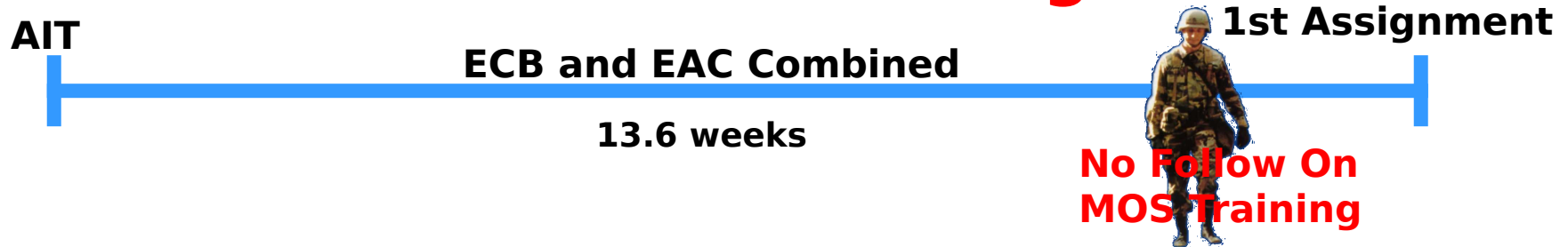
	FY00	FY01	FY02
USAR STO1 Grad	3631	2688	
USAR STO2 Input		2383	2044
% Returning		65.6%	76.0%
 NGB STO1 Grad	5695	5768	
NGB STO2 Input		4211	4750
% Returning		73.9%	82.4%
 Combined STO1 Grad	9326	8456	
Combined STO2 Input		6594	6794
% Returning		70.7%	80.3%
- **Way Ahead:** Continue to monitor for improvement



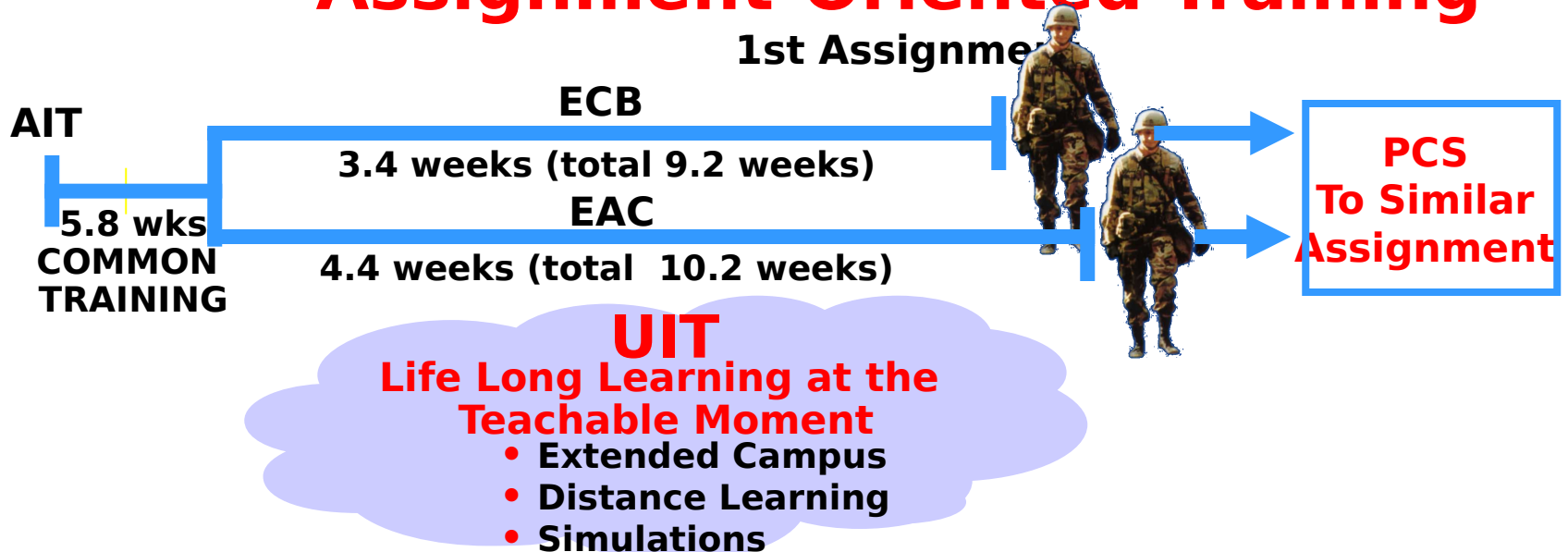
TASS Battalion TDA Equipment

- **Action:** Provide information on the process for authorizing equipment on the TASS Battalion TDAs.
- **Status:**
 - TDA equipment authorizations are controlled by the Reserve Components
 - Equipment authorizations would require additional FTM and facilities to maintain, store and account for property
 - RCs made decision to barrow required training equipment from TOE units early in TASS concept design
- **Way Ahead:**
 - USAR and ARNG can change TDA equipment authorizations for TASS Battalions as required

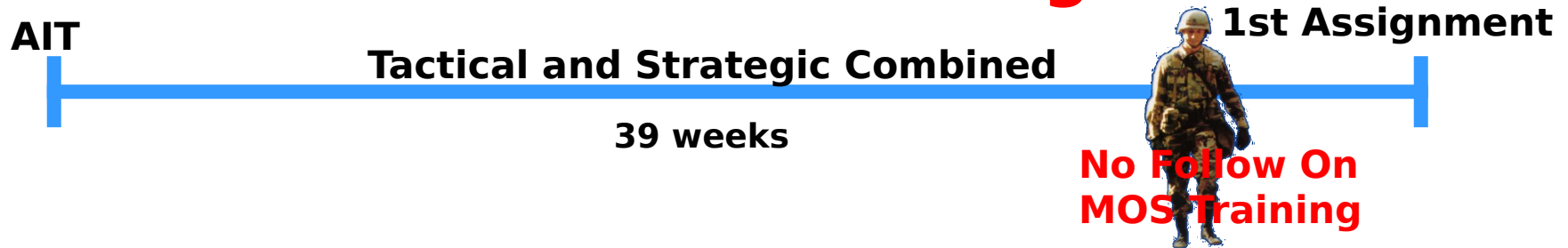
Previous Training Model



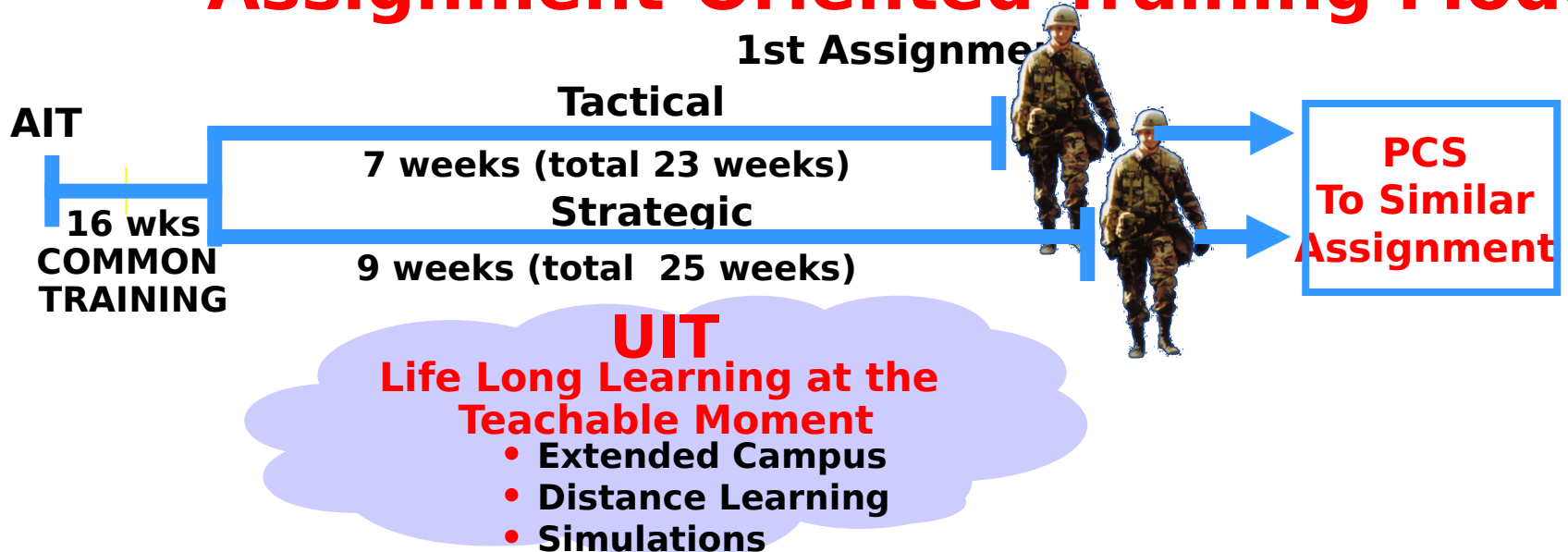
Assignment-Oriented Training



Previous Training Model



Assignment-Oriented Training Model



Ft Gordon:	31F10 Network Systems Operator/Maintainer	(FY02)
(FY02)	31P10 Microwave Systems Operator/Maintainer	
(FY02)	31R10 Multi-channel Transmission Systems Oper/Maint	
	31S10 SATCOM Systems Operator/Maintainer	(FY02)
Ft Lee:	77F10 Petroleum Supply Specialist	(FY03)
Ft Bliss:	14E10 TATS Patriot Fire Control	
(FY03)	14J10 Air Defense C4I Operator/Maint	
(FY03)		
Redstone:	27E Land Combat Electronics Missile Syst Repairer	
(FY03)	27M10 Multiple Launch Rocket Systems (MLRS)	
(FY03)		
APG:	45G10 Fire Control Equip Repairer	(FY04)
(FY04)	63J10 Quartermaster Chemical Equip Repairer	
(FY04)	63Y10 Track Vehicle Mechanic	
Ft Lee:	92A10 Automated Supply	(FY04)
Ft Sill:	13F10 FA Support Specialist	
(FY05)		

COMMENTS



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BACK-UP





Height/Weight and APFT Policy

- **Action:** Determine options for changing policy and the implications of the change.
- **Status:**
 - DA is the approving authority for a policy change
 - TRADOC regulations only repeat Army policy
 - Support recommendation to change Ht/Wt as entrance requirement for TASS Reclass to graduation requirement
 - APFT is not an entrance requirement for TASS Reclass
 - No support in changing requirements for leadership courses
- **Way Ahead:** FORSCOM to work with HQ DA



CTC Right Seat Ride

- **Action:** Ensure CTC Right Seat Ride concept is implemented in RC version of CABCC.
- **Status:**
 - CABCC Proof of Principle being conducted at Ft Knox
 - Capstone experience in form of a TEWT – last 2 weeks
 - Concept expected by end of 2nd quarter FY03
- **Way Ahead:**
 - Ensure RC is involved in the CABCC development process



Improve Communications with FORSCOM

- **Action:** Determine if TRADOC should have a Liaison Officer at FORSCOM
- **Status:**
 - ATSC has an LNO at FORSCOM
 - Staffing suggests an additional LNO would be beneficial
 - May not be feasible due to personnel constraints at this HQ
 - Another option might be to ask FORSCOM to have LNO at TRADOC
- **Way Ahead:**
 - Develop decision paper for DCSOPS&T



Increase RC Officer Accessions

- **Action:** Review current college requirements for RC officer accessions and develop a strategy that produces the required number of LTs for The Army
- **Status:**
 - ROPMA requires 4 yr degree for promotion beyond 1LT
 - USAR officer candidates must have 90 hrs – may be waived to 60 hrs by DA G1
 - ARNG set entrance requirement at 90 hrs – can change it as they see fit
 - 90 hr requirement established to reduce non-qualified officers for promotion to CPT based on ROPMA requirements
 - DA has established an Officer Accessions Working Group (OAWG)



Increase RC Officer Accessions

- **Status continued:**

- DA G1 has established an Officer Accessions Working Group (OAWG)
- USAAC assigned Cadet Command as action agency for strategy and policy development
- OAWG goal is to recommend officer accessions strategy at the next Accessions General Officer Steering Committee 25 Feb 03

- **Way Ahead:**

- Continued involvement by all components in strategy development



Warrant Officer Accessions

- **Action:** Improve understanding of Warrant Officer accessions process.
- **Status:**
 - Coordination has been made for USAAC to provide a briefing to RC leadership on Warrant Officer accessions process
- **Way Ahead:**
 - Brief at TRADOC RC GO Conference 3-4 Feb 03
 - Brief at FORSCOM CRP Conference 27-28 Mar 03